

Leadership and management, theory and practice.

Student name: Albena Yosifova-Stefanova

Student ID: 2014829

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Lecture`s name: Dr Mushfiqur Rahman

- Unable to form strong bonds with the employees.
- Unstable managerial department.
- Lack of employee trust.
- High employee turnover.

One of the major limitations that Jack Welch's leadership style is that by this approach it will become difficult to form strong bonds with the employee as Jack Welch's approach was somewhat harsh. The way that Jack Welch distributed the power amongst the managers and subordinates is often criticized and questioned as having too many people in power might create some problems. As Jack Welch believed in the theory of 'Rank and Yank' many of the employees had a lack of trust in the organization. Because of the 'Rank and Yank' method, the high employee turnover was the major problem.

- High chances of mistakes because of Jack Welch's high risk-taking quality.
- Jack Welch's not-so-friendly approach to the employee caused a lack of trust formation with GE.
- Decentralizing the power might cause some troubles in certain situations.
- The demanding nature of Jack Welch might demotivate some of the employees to work for the organization for too long.

Jack Welch was a risk-taker in nature hence, there was a high chance of happening a mistake that might affect the functionality of the organization. Maintaining the trust of the employees in an organization is a challenge if someone wants to follow such a leadership style because of its harsh, demanding nature. Uneven power distribution might also happen if someone wants to follow Jack Welch's leadership style.

- Every leader has their style of leading the followers to achieve results and the way they use the resources available to them.
- A leader is about motivating and inspiring people through their charismatic personality.
- Leadership's view is supporting and assisting everyone in their work.
- Having a friendly relationship with the employee to form a strong bond and yield the best results.

A leader is a person who guides and leads his followers to achieve a certain task. The leader believes in teamwork and has a friendly approach toward other team members. Leaders believe in forming strong both and strong relationships with team members.

- Management is about principles and practices for using resources effectively and efficiently.
- Management is about managing people to gain the desired result.
- Management has authority over the people of lower-level.
- Management has a systematic approach to getting the desired results (Liphadzi, Aigbavboa, and Thwala, 2017).

Management is slightly different from leadership. The person who manages all the resources including human resources efficiently is known as a manager. His perspectives are slightly different from a leader. A manager is more systemic and has an authorial approach while indulging with employees. They believe in power and position and have a very formal way of approaching others.